



Thurston County is seeking a progressive and innovative  
leader to serve as its next

## Emergency Services Director



## THURSTON COUNTY

## THE DEPARTMENT

Thurston County is located at the southern end of the Puget Sound in the beautiful Pacific Northwest. Majestic Mount Rainier and the rugged Cascades are nearby to the east, while Washington's Pacific coastline is just an hour's drive to the west. Thurston County is 60 miles south of Seattle, Washington, and 100 miles north of Portland, Oregon.

Thurston County is home to Washington's state capital, the city of Olympia, and is in close proximity to neighboring cities, Lacey and Tumwater. The County is now home to about 275,000 residents with approximately half living in the urban tri-city area, while others prefer the smaller towns of Yelm, Tenino, Rainier, Bucoda, and the unincorporated Thurston County area.

Thurston County boasts a number of freshwater lakes, miles of hiking and biking paths, public prairie lands, and the adjoining 3,700-acre Nisqually National Wildlife Refuge, all of these provide many opportunities for outdoor recreation. Clean air, clean water, a healthy economy, and close proximity to major metropolitan areas make Thurston County one of the most desirable places in the country to live, work and play.

## COUNTY GOVERNMENT

Thurston County employs over 1,000 individuals with an annual budget of approximately \$300 million. The County's organizational structure is comprised of a three-member Board of County Commissioners, 18 separately elected officials and their offices, as well as 7 County departments. Department directors are appointed, "at-will" positions and report to the County Manager.

The Emergency Services Department provides dual emergency functions with two funds each for Medic One/ Emergency Medical Services (EMS) and Emergency Management. The department has an operating budget of approximately \$14 million and a staff of 15.50 employees.

⇒ **Medic One's mission** is to "Provide efficient and effective pre-hospital emergency medical services (EMS) throughout Thurston County (Washington State)." Medic One/EMS is the countywide delivery of Advanced Life Support response and transportation services, via intergovernmental contracts with the cities of Olympia and Tumwater, and Fire District 3 (Lacey). In addition, Medic One/EMS provides EMS training, medical direction, financial, and technical support to the county's 15 fire agencies for Basic Life Support EMS services. Cardiopulmonary resuscitation and public-access defibrillation training are provided at no fee to citizens. Countywide EMS coordination is provided through staff support of the Thurston County Emergency Medical Services Council.

⇒ **Emergency Management's mission** is "To save lives, prevent injury, and protect property and the environment by taking reasonable and affordable measures to mitigate, prepare for, respond to and recover from disasters." Emergency Management is the county program providing planning, preparedness, mitigation, response and recovery activities for disaster events. Emergency Management also provides regional emergency management coordination through staff support of the Thurston County Emergency Management Council and the Homeland Security Region 3 Committee.



## THE DIRECTOR POSITION

Thurston County seeks an experienced executive and exceptional leader, manager, administrator, relationship builder, public speaker, writer and educator who is familiar with the opportunities and challenges associated with this department.

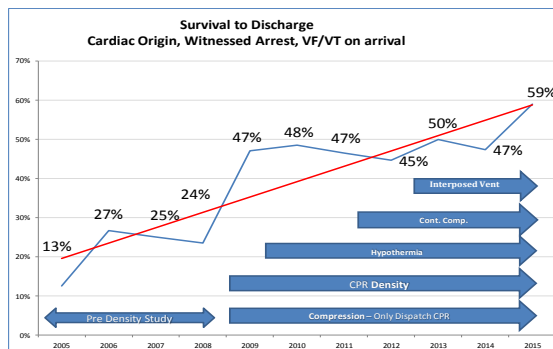
The Director provides the Board of County Commissioners with expert guidance and advice regarding programs and is proactive in ensuring the mission and goals of the Department are carried out. The Director advances the Department's mission, builds strong alliances; as well as develops and puts into motion long range plans to further develop and expand the Department's mission and goals. This is an at-will position.

The Director also serves as the chief staff advisor and liaison to the Emergency Medical Services Council (EMS) and Operations Board and various other agencies on emergency medical services system matters in the County. Collaboratively works with the Medical Program Director of the Medic One system to provide for a cohesive, integrated Medic One system. Additionally, the incumbent works with the EMS Council and Operations Committee to identify community-wide program emphasis, major departmental policies and procedures, budgetary allotments, and policy alternatives.

## 2016 PRIORITIES

### Medic One

- Begin implementation of prioritized Thurston Regional Planning Counsel (TRCP) study projects.
- Complete Basic Life Support (BLS) Safetypad electronic patient care record system.
- Increase number of CPR trained Thurston County citizens.



## Emergency Management

- Provide state and locally required Thurston County emergency management activities regarding planning, preparedness, mitigation, response and recovery for disaster events.
- Provide citizen education for preparedness.
- Maintain currency of the Thurston County all hazards Comprehensive Emergency Management Plan.
- Update Emergency Support Function Annexes and develop new Support Annex documents.
- Complete five-year update of the Natural Hazards Mitigation Plan for the Thurston area, incorporating the Hazard Identification and Vulnerability Analysis.
- Work with local schools to improve hazard assessments, hazard mitigation planning and disaster preparedness.
- Provide local and regional coordination for disaster planning, exercise and response through the Homeland Security Region 3 Committee and Thurston County Emergency Management Council for a locally and regionally coordinated approach to disasters.
- Work with county departments to update the Thurston County Continuity of Operations Plan.

## THE IDEAL CANDIDATE

Any combination of education and experience that would provide the knowledge, skills and abilities to successfully perform the job requirements of the position.

### Education & Experience

- Bachelor's degree with major course work in business, hospital, or public administration, or closely related field. Master's degree preferred.
- EMT or Paramedic certification and/or healthcare licensure preferred.
- Six years of administrative and/or managerial work at a senior management level, associated with but not limited to, emergency medical services, hospital administration, emergency management or business administration.
- Must have at least three (3) years of significant supervisory responsibilities.
- The successful candidate must also have or be able to obtain a valid Washington State Driver's License.

### Knowledge & Skills

- Ability to lead government organizations and programs aimed to implement public policy; communicating effectively with diverse policy, community, governmental constituency groups, and media groups; provide services and engagement to a wide range of public and private partners from socially, economically, and culturally diverse groups.
- Demonstrated success in implementing best practices in government/public sector management, budget and finance, contracts and grants management, federal, state and local laws, regulations, codes and statutes.
- Broad knowledge of emerging issues and strategies related to programs and services.
- Skilled at building and maintaining strong working relationships with internal offices and departments and external stakeholders.

### Management Style

The ideal candidate must be able to understand and work within the vision established by the Board of County Commissioners. The candidate will have the ability to develop long-range plans, lead and mentor staff; and establish and maintain effective working relationships with individuals and advisory groups involved in developing policies.

The ideal candidate will have a strong work ethic and a proven history of being a responsible steward of public funds. He/she will be resourceful with identifying and securing outside resources that support and/or improve service delivery. The candidate must be a team player and skilled at building relationships, finding solutions, and building consensus.

The Director's management style will be collaborative and willing to roll up his/her sleeves and pitch in. He/she must be approachable and able to establish an atmosphere of mutual respect and cooperation within the organization. The candidate will possess integrity, trustworthiness and must be receptive to new ideas, encourage innovation, and bring energy and enthusiasm to the position.

### COMPENSATION

Thurston County offers a competitive base salary of \$8,084 to \$10,778 per month (depending upon qualifications). The County pays for employees' medical, dental, vision and basic life insurance and pays a portion for dependent coverage. Other benefits include Washington State PERS retirement, 12 paid holidays, paid time off, and employee assistance program. Additional available benefits are voluntary term life insurance, accidental death and dismemberment, flexible spending accounts, and deferred compensation.

### TO APPLY

If you are interested in applying for this position, please visit: **[www.co.thurston.wa.us](http://www.co.thurston.wa.us)**

Applications must be submitted through the County's on-line job application system and include an application, resume, salary history, and cover letter.

This recruitment is open until filled; however, the first screening of applications will begin April 11, 2016.

Should you have questions about this position or recruitment, please contact:

Lauren Spurgeon  
Thurston County Human Resources  
(360) 786-5498  
[spurgel@co.thurston.wa.us](mailto:spurgel@co.thurston.wa.us)

### Thurston County is an Equal Opportunity Employer

It is the policy of Thurston County to provide equal opportunity to all persons seeking or having access to its employment, services and activities, which is free from restriction based on race, color, religion, national origin, age, sex, marital status, veteran status, sexual orientation or disability. Applicants with disabilities who need accommodation with the application or selection process should contact the ADA Coordinator, Human Resources, at (360) 786-5498 or TDD (360) 754-2933.